

THE CALIFORNIA STATE UNIVERSITY
OFFICE OF THE CHANCELLOR

BAKERSFIELD

May 21, 2013

CHANNEL ISLANDS

Joseph I. Castro, Ph.D.

CHICO

DOMINGUEZ HILLS

Dear Dr. Castro:

EAST BAY

FRESNO

This letter confirms my offer to you, on behalf of the California State University Board of Trustees, the position of president of California State University, Fresno effective on or before August 1, 2013. I will recommend to the Board of Trustees at the July 2013 meeting a starting annual salary of \$299,000. Your salary is subject to Board approval.

FULLERTON

HUMBOLDT

You will be entitled to a monthly car allowance of \$1,000 and standard benefit provisions afforded CSU executive classification employees. You may serve on up to two corporate boards provided that you discuss such appointments with me in advance, and that they do not create a conflict of commitment or interest.

LONG BEACH

LOS ANGELES

MARITIME ACADEMY

CSU Fresno has an official university residence for the president; therefore, for the benefit and convenience of CSU Fresno and as a term and condition of your employment, you will be required to reside at the university's presidential residence located at [REDACTED]. However, the university residence is scheduled for maintenance prior to your arrival. If it is not ready when you arrive, you will be provided a temporary housing allowance of \$5,000 per month payable the first day of each month. The housing allowance will end when the scheduled maintenance is completed and the university house becomes available to you. The university will cover your actual, necessary and reasonable moving and relocation expenses in accordance with Trustee policy.

MONTEREY BAY

NORTHRIDGE

POMONA

SACRAMENTO

SAN BERNARDINO

SAN DIEGO

In accordance with Section 42703 (g) of Title 5 of the California Code of Regulations, the position of president serves at the pleasure of the Board of Trustees and you will not acquire tenure in this executive position. Trustee policy for a transition program for university presidents will apply provided you meet the eligibility requirements described in the Trustees' resolution of November 15, 2006 (RUF 11-06-06).

SAN FRANCISCO

SAN JOSÉ

SAN LUIS OBISPO

As requested, you will hold the academic rank of full professor with tenure, subject to faculty approval, in the Kremen School of Education and Human Development.

SAN MARCOS

SONOMA

University presidents are required to conduct community relations activities; as such, it is permissible to expend state resources and university foundation funds for community relations purposes (e.g., hosting guests of the university, refreshments during business meetings, receptions) under the CSU Hospitality Policy.

STANISLAUS

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You will be required to complete an annual physical examination. The CSU will reimburse up to \$900 of that expense, not reimbursed by the medical provider. As an executive employee of the CSU, you accrue vacation time at the rate of 16 hours per month and may carry no more than 480 hours from one calendar year to the next. Sick leave is accrued at the rate of 8 hours per month. Details about executive benefits are available online at:
http://www.calstate.edu/executive_orientation/index.asp.

Your spouse, Mary, will be designated as a volunteer at CSU Fresno. As a volunteer, she is eligible to travel on university-related business. In such a situation, state funds may be used and she would be insured under workers' compensation.

Ms. Michelle Nelson, Assistant to the President at CSU Fresno, will serve as your primary contact at the campus during the transition period. Michelle's office telephone number is [REDACTED], her cell phone number is [REDACTED] and her e-mail address is [REDACTED]. Please let me know what other specifics would be useful at this time. I encourage you to make visits as needed during the transition period. Michelle and the office staff will help you schedule any visits, and CSU Fresno will cover the cost of the visits for you and your family before assuming the presidency.

I seek your written acceptance of this offer at your earliest convenience. Please accept my congratulations on your appointment.

Sincerely,



Timothy P. White
Chancellor

TPW/rc

c: CSU Board of Trustees

Ms. Gail E. Brooks, Vice Chancellor, Human Resources

Ms. Cynthia Teniente-Matson, Vice President for Administration and CFO, CSU Fresno

Ms. Jan Parten, Associate Vice President, Human Resources, CSU Fresno

Ms. Michelle Nelson, Assistant to the President, CSU Fresno

I accept the offer of employment as specified in this letter, along with the terms and conditions.

Joseph I. Castro, Ph.D.

Date